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Financing of the United Nations Interim Administration Mission in Kosovo

Budget performance for the period from 1 July 2012 to 30 June 2013 and proposed budget for the period from 1 July 2014 to 30 June 2015 of the United Nations Interim Administration Mission in Kosovo

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2012/13	$46,963,000
Expenditure for 2012/13	$44,710,200
Unencumbered balance for 2012/13	$2,252,800
Appropriation for 2013/14	$44,953,000
Projected expenditure for 2013/14[a]	$42,092,900
Estimated unencumbered balance for 2013/14[a]	$2,860,100
Proposal submitted by the Secretary-General for 2014/15	$42,768,100
Recommendation of the Advisory Committee for 2014/15	$42,971,600

[a] Estimates as at 28 February 2014.

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I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 25 and 29 below would entail an increase of $203,500 to the proposed budget for the United Nations Interim Administration Mission in Kosovo (UNMIK) for the period from 1 July 2014 to 30 June 2015 (A/68/701). The Advisory Committee has made recommendations and observations on specific issues, where appropriate, in the paragraphs below.**

2. During its consideration of the financing of UNMIK, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 22 April 2014. The documents reviewed and those used for background by the Committee are listed at the end of the present report. The Committee's detailed comments and recommendations on the findings of the Board of Auditors on the United Nations peacekeeping operations for the period from 1 July 2012 to 30 June 2013 and on cross-cutting issues related to peacekeeping operations can be found in its related reports (A/68/843 and A/68/782, respectively).

II. Budget performance for the period from 1 July 2012 to 30 June 2013

3. In its resolution 66/274, the General Assembly appropriated an amount of $46,963,000 gross ($43,195,500 net) for the maintenance of UNMIK for the period from 1 July 2012 to 30 June 2013. Expenditure for the period totalled $44,710,200 gross ($41,002,700 net). The resulting unencumbered balance of $2,252,800, in gross terms, represents 4.8 per cent of the total appropriation.

4. An analysis of variances is provided in section IV of the performance report for the period from 1 July 2012 to 30 June 2013 (A/68/578). The reduced requirements for international staff ($2,029,000) were attributable mainly to a higher than projected average vacancy rate of 17.9 per cent during the reporting period as compared with the anticipated average vacancy rate of 10 per cent. It is indicated that this state of affairs was due to higher than expected attrition, reassignments and separations, and to delays in recruitment (ibid., para. 32). The reduction was offset in part by additional requirements for operational costs in relation to the acquisition of critical technology equipment, in preparation for the implementation of the Umoja system ($1,081,600) (ibid., para. 41).

5. The comments of the Advisory Committee on the information presented in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2014 to 30 June 2015 (A/68/701) in the paragraphs below.

III. Information on performance for the current period

6. The Advisory Committee was informed that, as at 28 February 2014, a total of $2,936,441,000 had been assessed on Member States in respect of UNMIK since its inception. Payments received as at the same date amounted to $2,899,861,000,

leaving an outstanding balance of $36,580,000. **The Committee notes with concern that the cash position of the Mission was $10,200,000 as at 24 March 2014 (including $17 million borrowed from closed missions[1]), which does not cover the three-month operating cash reserve of $11,218,000 (representing a shortfall of $1,018,000). The Committee recalls that the General Assembly has consistently stressed that all Member States should fulfil their financial obligations as set out in the Charter of the United Nations on time, in full and without conditions.[2]**

7. With regard to death and disability compensation, as at 28 February 2014, $932,000 had been paid in respect of 24 claims since the inception of the Mission. There are no pending claims.

8. The Advisory Committee was provided with a table showing current and projected expenditure for the period, including reasons for variances. Expenditure for the period as at 28 February 2014 amounted to $27,164,200. Total expenditure at the end of the current financial period is estimated at $42,092,900 against an appropriation of $44,953,000, leaving a projected unencumbered balance of $2,860,100 (or 6.4 per cent). As was the case in the prior period, the Committee was informed that the estimated underexpenditure would be attributable mainly to the higher projected average vacancy rate for international staff of 10 per cent compared with the budgeted rate of 5 per cent. In addition, an estimated underexpenditure is attributable to the higher projected average vacancy rate of 9 per cent compared with the budgeted rate of 5 per cent for National Professional Officers and a projected average vacancy rate of 2 per cent compared with the budgeted rate of 1 per cent for national General Service staff.

9. The Advisory Committee was informed that, as at 28 February 2014, the incumbency for UNMIK was as follows:

Category	*Authorized*[a]	*Encumbered*	*Vacancy rate (percentage)*
Military and police personnel			
Military observers	8	7	12.5
United Nations police	8	7	12.5
Civilian personnel			
International staff	132	113	14.4
National staff	214	208	2.8
National Professional Officers	19	19	–
National General Service	195	189	3.1
United Nations Volunteers	28	24	14.3

[a] Represents the highest authorized strength for the period.

[1] Includes $11 million borrowed from the United Nations Peace Forces and $6 million borrowed from the United Nations Mission in Haiti.

[2] See also General Assembly resolutions 54/249, 56/253, 62/236, 64/243, 65/293, 66/246 and 67/276.

IV. Proposed budget for the period from 1 July 2014 to 30 June 2015

A. Mandate and planned results

10. The mandate of UNMIK was established by the Security Council in its resolution 1244 (1999). The mandate, planned results, planning assumptions and mission support initiatives are explained in paragraphs 1 to 16 of the proposed budget (A/68/701). The Secretary-General indicates that the strategic objective of the Mission remains to strengthen and consolidate peace, security and stability in Kosovo and the region. He also indicates that UNMIK will pursue these priorities by contributing to the implementation of the agreements reached between Belgrade and Pristina, in particular the "First Agreement of Principles Governing the Normalization of Relations" concluded in April 2013 (ibid., para. 6). The Mission's facilitation role would be further enhanced through continued implementation of community confidence-building projects that aim, inter alia, to promote inter-municipal and inter-ethnic cooperation (ibid., para. 8).

11. In addition, the report indicates that following a comprehensive review of the Mission's concept of operations and personnel structure, the 2014/15 budget proposes the realignment and streamlining of the staffing structures of the Security Section and the Mission Support Division (ibid., para. 10).

12. Paragraphs 17 to 19 of the report provide information on partnerships and coordination with other international actors, such as the Organization for Security and Cooperation in Europe, the European Union Rule of Law Mission in Kosovo (EULEX) and the Kosovo Force (KFOR), which all continue to play roles under the overall framework of Security Council resolution 1244 (1999). In addition, UNMIK will continue to enhance its cooperation with the United Nations Kosovo Team as part of the integrated mission planning process, to maximize its capacity on the ground, implement joint strategies and increase the collective impact of United Nations activities in Kosovo (ibid., para. 18).

B. Resource requirements

13. The proposed budget for UNMIK for the period from 1 July 2014 to 30 June 2015 amounts to $42,768,100, representing a decrease of $2,184,900, or 4.9 per cent, in gross terms, compared with the appropriation of $44,953,000 for 2013/14. The Advisory Committee notes, by contrast, that compared with the projected expenditure, expected to be $42,092,900 for 2013/14 (see para. 8 above), the proposed resource requirements for 2014/15 would entail an increase of $675,200. The budget provides for the planned deployment of 8 military observers, 8 United Nations police officers, 116 international staff, 228 national staff and 27 United Nations Volunteers.

14. The main component of the decreased requirements for 2014/15 compared with the 2013/14 apportionment, is the international staff expenditure class ($2,814,300), attributable mainly to the proposed abolishment of 11 posts and the conversion of 6 international posts owing primarily to the elimination of the General Services Section and the restructuring of the Medical, Security and Communications and Information Technology Sections (ibid., para. 75). The reduction is offset in part

by increased requirements ($1,393,300) owing to the net addition of 3 National Professional Officer posts and 11 national General Service posts, as well as a less favourable euro exchange rate compared with the rate budgeted for the 2013/14 financial period (ibid., para. 76). A full analysis of variances is provided in section III of the budget.

1. Military and police personnel

Category	*Approved 2013/14*[a]	*Proposed 2014/15*	*Variance*
Military observers	8	8	–
United Nations police	8	8	–

[a] Represents the highest level of authorized/proposed strength.

15. The estimated requirements for military and police personnel for 2014/15 amount to $800,200, an increase of $86,800, or 12.2 per cent, compared with the appropriation for 2013/14.

2. Civilian personnel

Category	*Approved 2013/14*	*Proposed 2014/15*	*Variance*
International staff	132	116	(16)
National staff	214	228	14
National Officers	19	22	3
National General Service	195	206	11
United Nations Volunteers	28	27	(1)
Total	**374**	**371**	**(3)**

16. The estimated requirements for civilian personnel for 2014/15 amount to $33,986,100, a decrease of $1,528,700, or 4.3 per cent, compared with the appropriation for 2013/14. The cost estimates for civilian staff reflect the net reduction of 16 international staff, offset by the increased requirements resulting from the net addition of 3 National Professional Officer posts and 11 national General Service posts (ibid., paras. 75-76).

17. According to the Secretary-General's report, the cost estimates for civilian staff reflect vacancy rates that take into account actual rates during the 2012/13 period, experience during the 2013/14 period and proposed changes in the civilian staffing establishment (ibid., para. 66). In this connection, the rate for international staff has been increased from 5 per cent in 2013/14 to 10 per cent in 2014/15. The rate for National Professional Officers has been reduced from 5 per cent in 2013/14 to 1 per cent in 2014/15 given the full deployment of National Professional Officers as at 30 November 2013 (ibid.).

18. With regard to the elevated number of international vacancies, the Advisory Committee was informed, upon enquiry, that that state of affairs was due to several factors, including delays in recruitment, reassignments and higher than expected attrition and separations. Furthermore, the Committee was informed that posts which had been proposed for abolishment in the 2014/15 budget were deliberately

not filled. **The Advisory Committee believes that the Mission should undertake additional efforts to fill its vacant posts. In this connection, the Committee reiterates the request of the General Assembly that the Secretary-General ensure that vacant posts are filled expeditiously (General Assembly resolution 66/264, para. 21).**

19. A detailed description of the staffing changes proposed under each component is provided in paragraphs 21 to 62 of the proposed budget. As indicated in the table above, the proposed staffing level represents a net decrease of three posts. The decrease is a result of a net reduction in 2 international staff in executive direction and management (A/68/701, table 1), an increase of 2 international and 8 national posts as well as 1 United Nations Volunteers position under component 1: substantive (ibid., table 2) and a decrease of 16 international posts and 2 United Nations Volunteers, with an increase of 6 national posts under component 2: support (ibid., table 3). A detailed list of proposed changes to the civilian staffing structure is contained in the annex to the present report.

20. With regard to the increases in the substantive component, the Secretary-General proposes to establish an Office of the Senior Police Adviser as a means to separate the police and judicial functions of the Mission currently undertaken in the Rule of Law Liaison Office and the Office of the Special Representative of the Secretary-General (ibid., para. 30). Consequently, the staffing component for the proposed new office will comprise three international staff and three national staff redeployed from the Rule of Law Liaison Office and the Office of the Special Representative of the Secretary-General.

21. In the Mitrovica Office, the establishment of five national General Service posts is proposed in order to provide adequate support to the implementation process of the Belgrade-Pristina agreements, as well as to the stabilization and normalization efforts (ibid., para. 36). Upon enquiry, the Advisory Committee was informed that that proposal followed the expansion of international capacity through the approval of three Professional posts in 2013/14, in response to developments in the political process. In addition, the establishment of a position of United Nations Volunteers Project Officer is proposed to oversee the effective and efficient delivery of limited-term projects in the north of Kosovo (ibid., para. 37).

22. As to mission support, the report of the Secretary-General indicates that the staffing proposals include (a) the results of a review of the Mission's medical operations, including the transformation of the level I clinic in Pristina into a medical cell with no clinical role, resulting in the proposed abolishment of two international posts, two national General Service posts and two United Nations Volunteers positions, as well as the proposed reassignment and redeployment of two national General Service posts (ibid., para. 42); (b) the proposed creation of a new Risk Compliance and Monitoring Unit to strengthen internal controls and improve managerial accountability, comprising one newly established post at the P-4 level and one newly established post of National Professional Officer, as well as one redeployed national General Service post (ibid., para. 43); (c) refinements to the provision of information and technology services, including by leveraging the services of the Global Service Centre in Brindisi, Italy, resulting in the abolishment of four Field Service posts (ibid., para. 52); (d) the proposed elimination of the General Services Section, through the abolishment of 2 posts and the redeployment of 17 other posts to the Communications and Information Technology, Personnel

and Logistics Sections, as well as the Risk Compliance and Monitoring Unit (ibid., paras. 47-49), and (e) the streamlining of the Security Section, resulting in a net decrease in three international posts and an increase of four national General Service posts (ibid., paras. 57-61).

23. In addition, with regard to the Conduct and Discipline Unit, the Secretary-General proposes that one P-4 post of Conduct and Discipline Officer and one national General Service post be abolished, stating that the exercise of the Mission's conduct and discipline functions will be covered through a regional role to be exercised by the Global Service Centre (ibid., para. 62). In this connection, the Advisory Committee notes that the proposed resource requirements for the United Nations Logistics Base in Brindisi for 2014/15 include a related proposal for the establishment of a new post at the P-4 level in that location to cover broader conduct and discipline requirements of a global nature, such as prevention, outreach and training. Upon enquiry, the Committee was informed that, according to the Secretariat, the establishment of that post in Brindisi would allow for the coverage of conduct and discipline needs of the Logistics Base as well as those of UNMIK and would make possible the more efficient and effective discharge of those functions. The Secretary-General proposes that activities associated with the prevention of misconduct in the Mission and responding to allegations in that location would be carried out through cooperation between the UNMIK focal point and the proposed Conduct and Discipline Officer to be located in Brindisi (see also A/68/782/Add.8, para. 28).

24. **The Advisory Committee is not convinced of the rationale provided for the proposed abolishment of the Conduct and Discipline post at the P-4 level in UNMIK, in particular since this action would be coupled with a proposal to establish a separate post at the P-4 level in the United Nations Logistics Base for undertaking global conduct and discipline functions (see also A/68/782/Add.8, para. 28). In the view of the Committee, the Secretary-General has not provided adequate justification to support this proposal, including by demonstrating how case-handling and misconduct prevention functions for UNMIK could be handled effectively and in a timely manner from a non-Mission location. The Committee therefore recommends against the proposed abolishment of the post of Conduct and Discipline Officer at the P-4 level in UNMIK.**

25. **With the exception of the recommendation in paragraph 24, the Advisory Committee does not object to the staffing changes proposed by the Secretary-General.**

3. Operational costs

(United States dollars)

Apportioned 2013/14	*Proposed 2014/15*	*Variance*
8 724 800	7 981 800	(743 000)

26. The estimated operational requirements for 2014/15 amount to $7,981,800, a decrease of $743,000, or 8.5 per cent, compared with the appropriation for 2013/14.

27. The decrease is attributable mainly to lower requirements under:

(a) Facilities and infrastructure ($792,000), owing to decreased provisions for renovation services resulting from the discontinuation of requirements for winterization works and Kobe house replacements, petrol oil and lubricants, and additional prefabricated facilities;

(b) Official travel ($48,300), owing to a reduction of 20 per cent in the number of planned trips outside the Mission area offset in part by an increase in training-related travel;

(c) Medical ($66,200), mainly as a result of the transformation of the medical clinic in Pristina into a medical cell.

28. With regard to the Mission's proposed resource requirements for quick-impact projects, the Advisory Committee notes that a provision of $419,000 is made for the 2014/15 period to implement 24 projects, as compared with $425,000 for 20 projects approved for the 2013/14 period. The projects aim to facilitate inter-municipal and inter-ethnic cooperation, to assist in the provision of basic services in order to promote cooperation between communities and to improve economic or environmental conditions at the local level (ibid., paras. 70-71).

29. **Subject to an upward adjustment of the operational requirements arising from the Advisory Committee's recommendation concerning the Conduct and Discipline Officer at the P-4 level, contained in paragraph 24 above, the Committee recommends approval of the Secretary-General's proposal for operational costs.**

V. Conclusion

30. The actions to be taken by the General Assembly in connection with the financing of UNMIK for the period from 1 July 2012 to 30 June 2013 are indicated in section V of the performance report (A/68/578). **The Advisory Committee recommends that the unencumbered balance of $2,252,800 for the period from 1 July 2012 to June 2013, as well as other income and adjustments in the amount of $1,076,200, be credited to Member States.**

31. The actions to be taken by the General Assembly in connection with the financing of UNMIK for the 2014/15 period are indicated in section IV of the proposed budget (A/68/701). **The Advisory Committee recommends that the Assembly appropriate and assess the amount of $42,971,600 for the maintenance of the Mission for the 12-month period from 1 July 2014 to 30 June 2015.**

Documentation

- Budget performance of the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2012 to 30 June 2013 (A/68/578)
- Budget for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2014 to 30 June 2015 (A/68/701)
- Report of the Secretary-General on the United Nations Interim Administration Mission in Kosovo (S/2012/818)
- Report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2012 to 30 June 2013 (A/68/5 (Vol. II), chap. II)
- Report of the Advisory Committee on Administrative and Budgetary Questions on cross-cutting issues related to United Nations peacekeeping operations (A/68/782)
- Report of the Advisory Committee on Administrative and Budgetary Questions on budget performance for the period from 1 July 2011 to 30 June 2012 and proposed budget for the period from 1 July 2013 to 30 June 2014 of the United Nations Interim Administration Mission in Kosovo (A/67/780/Add.11)
- General Assembly resolution 67/276 on the financing of the United Nations Interim Administration Mission in Kosovo
- Security Council resolution 1244 (1999)

Annex

Summary of proposed post changes for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2014 to 30 June 2015

Office Section Unit	*Number*	*Level*	*Description*
Component 1: substantive			
Office of the Special Representative of the Secretary-General			
	- 1	P-5	Redeployment of a Senior Coordination Officer post to the Rule of Law Liaison Office
	- 1	P-4	Redeployment of a Legal Officer post to the Rule of Law Liaison Office
	- 1	P-3	Redeployment of a United Nations Police Adviser post to the Office of the Senior Police Adviser
	+ 1	P-3	Reassignment of a Forensic Anthropologist Officer post from the Rule of Law Liaison Office
	- 2		
Office of Community Support and Facilitation			
	+ 1	NGS	Establishment of a Programme Assistant post
	+ 1		
Office of the Senior Police Adviser			
	+ 1	P-5	Redeployment of a Senior Police Adviser post from the Rule of Law Liaison Office
	+ 1	P-3	Redeployment of a United Nations Police Adviser post from the Office of the Special Representative of the Secretary-General
	+ 1	FS	Redeployment of a Staff Assistant post from the Rule of Law Liaison Office
	+ 3	NGS	Redeployment of Administrative Assistant posts from the Rule of Law Liaison Office
	+ 6		
Rule of Law Liaison Office			
	+ 1	P-5	Redeployment of a Senior Coordination Officer post from the Rule of Law Liaison Office
	- 1	P-5	Redeployment of a Senior Police Adviser post to the Office of the Senior Police Adviser
	+ 1	P-4	Redeployment of a Legal Officer post from the Office of the Special Representative of the Secretary-General
	- 1	P-3	Reassignment of a Forensic Anthropologist Officer post to the Office of the Special Representative of the Secretary-General
	- 1	FS	Redeployment of a Staff Assistant post to the Office of the Senior Police Adviser

Office/Section/Unit	*Number*	*Level*	*Description*
	- 3	NGS	Redeployment of Administrative Assistant posts to the Office of the Senior Police Adviser
	- 4		
Office of the Spokesperson and Public Information			
	+ 1	NPO	Establishment of an Associate Public Information Officer post
	+ 1		
Mitrovica Office			
	+ 5	NGS	Establishment of Programme Assistant posts
	+ 1	UNV	Establishment of a Project Officer position
	+ 6		
United Nations Office in Belgrade			
	+ 1	NGS	Establishment of a Public Information Assistant post
	+ 1		
Component 2: support			
Office of the Chief of Mission Support			
	+ 1	P-4	Establishment of a Compliance and Monitoring Officer post
	+ 1	NPO	Establishment of an Associate Compliance and Monitoring Officer post
	+ 1	NGS	Redeployment of a Claims Assistant post from the General Services Section
	- 1	P-3	Abolishment of a Medical Officer post
	- 1	FS	Abolishment of a Nurse post
	- 1	NGS	Abolishment of a Team Assistant post
	- 1	NGS	Abolishment of an Ambulance Driver post
	- 1	NGS	Reassignment of an Ambulance Driver post to the Security Section
	–	NGS	Redeployment of a Nurse post from the Mitrovica Office to the Medical Services Office
	- 2	UNV	Abolishment of Nurse positions
	- 4		
Administrative Services			
	- 1	P-3	Abolishment of a Claims Officer post
	- 1	P-2	Redeployment of an Associate Information Management Officer post to the Communications and Information Technology Section
	- 1	FS	Abolishment of a Board of Inquiry Assistant post
	–	FS	Redeployment of a Travel Officer post from the General Services Section to the Personnel Section

Office Section Unit	*Number*	*Level*	*Description*
	–	FS	Redeployment of a General Services Assistant post from the General Services Section to the Personnel Section
	- 1	FS	Conversion of a Human Resources Assistant post to a national General Service post
	- 1	FS	Abolishment of a Claims Assistant post
	- 1	FS	Redeployment of a Property Control and Inventory Officer post to the Logistics Section
	- 1	NPO	Redeployment of an Associate Information Systems Officer post to the Logistics Section
	+ 1	NGS	Conversion of a Field Service post of Human Resources Assistant to a Travel Assistant post
	–	NGS	Redeployment of Mail Assistant posts from the General Services Section to the Personnel Section
	- 1	NGS	Redeployment of an Information Management Assistant post to the Communications and Information Technology Section
	- 1	NGS	Redeployment of a Claims Assistant post to the Risk Compliance and Monitoring Unit
	- 1	NGS	Redeployment of a Movement Control Assistant post to the Logistics Section
	- 4	NGS	Redeployment of Property Control and Inventory Assistant posts to the Logistics Section
	- 2	NGS	Redeployment of Receiving and Inspection Assistant posts to the Logistics Section
	- 1	NGS	Redeployment of a Property Disposal Assistant post to the Logistics Section
	- 16		
Technical Support Services			
	- 1	P-3	Conversion of an Engineer post to a national General Service post
	+ 1	P-2	Redeployment of an Associate Information Management Officer post from the General Services Section
	+ 1	FS	Redeployment of a Property Control and Inventory Officer from the General Services Section
	- 1	FS	Conversion of a Chief Transport Officer post to a National Professional Officer post
	- 1	FS	Conversion of an Information Systems Assistant post to a national General Service post
	- 1	FS	Abolishment of a Telecommunications Assistant post
	- 2	FS	Abolishment of Information System Assistant posts
	- 1	FS	Abolishment of a Telecommunications Technician post
	+ 1	NPO	Redeployment of an Associate Information Systems Officer post from the General Services Section
	+ 1	NPO	Conversion of a Chief Transport Officer post from a Field Service post

Office Section Unit	*Number*	*Level*	*Description*
	+ 1	NGS	Establishment of a Driver post
	+ 1	NGS	Redeployment of a Movement Control Assistant post from the General Services Section
	+ 4	NGS	Redeployment of Property Control and Inventory Assistant posts from the General Services Section
	+ 2	NGS	Redeployment of Receiving and Inspection Assistant posts from the General Services Section
	+ 1	NGS	Redeployment of a Property Disposal Assistant post from the General Services Section
	+ 1	NGS	Conversion of one post of Engineer at the P-3 level to a Facilities Management Assistant post
	+ 1	NGS	Conversion of an Information Systems Assistant post from a Field Service post
	+ 1	NGS	Redeployment of an Information Management Assistant post from the General Services Section
	+ 9		
Security Section			
	- 1	FS	Abolishment of a Security Officer post
	–	FS	Redeployment of a Security Officer post from the United Nations Office in Belgrade to the Mitrovica Office
	- 1	FS	Conversion of a Security Officer post to a national General Service post
	- 1	FS	Conversion of a Close Protection Officer post to a national General Service post
	+ 1	NGS	Establishment of a Security Officer post
	+ 1	NGS	Reassignment of an Ambulance Driver post from the Office of the Chief of Mission Support as a Close Protection Assistant post
	+ 1	NGS	Conversion of a Security Officer post from a Field Service post
	+ 1	NGS	Conversion of a Close Protection Officer post from a Field Service post
	+ 1		
Conduct and Discipline Unit			
	- 1	P-4	Abolishment of one post of Conduct and Discipline Officer at the P-4 level
	- 1	NGS	Abolishment of one national General Service post of Administrative Assistant
	- 2		
Total			
International	- 16		
National	+ 14		
United Nations Volunteers	- 1		

Abbreviations: FS, Field Service; NGS, national General Service; NPO, National Professional Officer; UNV, United Nations Volunteers.